

# WHAT MAKES YOU UNIQUE

> BNY

# MAKES US BETTER

## 2025 BNY Analyst Program - Client Onboarding

Our 24-month analyst program is a holistic talent development journey offering rotational experiences designed to prepare you for your future career.

Through projects across the specific line of business, you will receive a panoramic view of BNY's entire global franchise, providing rare insight into the operation of one of the world's largest banks. In each of these roles, you will work on high-priority initiatives and develop a comprehensive set of analytical and interpersonal skills. As part of a highly selective program, you will gain unparalleled exposure to the senior leadership of BNY and its clients, while receiving personalized guidance and support from a peer mentor. Upon successful completion of the program, you will be considered for high impact roles in multiple functions.

### Program highlights

This two-year business immersion program embeds incoming analysts into our Client Onboarding teams, where they will learn first-hand about our core products, services, and workflows. The Program provides analysts with targeted on-the-job training, designed to build knowledge, expertise and soft skills to help grow a successful candidate into a potential future leader. Analysts will collaborate with experienced Operations professionals to learn about BNY and how they can help deliver transformational change that furthers the company's strategic vision.

- On-the-job training to support day to day responsibilities
- Process improvement and project management training
- Exposure to senior leadership & various networking opportunities
- Mentoring relationships to foster professional development and provide career advice
- Group volunteering efforts to develop our community partnerships

### Eligibility

- Intellectual curiosity and self-motivation
- Creativity and problem-solving skills
- A commitment to excellence
- Drive to innovate
- Ideal Candidate Profile:
- Current undergraduate student graduating in 2024/2025
- Preferred subjects: Data Science, Operations Management, Statistics, Analytics, Business, Accounting and Finance academic backgrounds a plus.

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## 2025 BNY Analyst Program - Audit (Poland)

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### Audit

Audit contributes to the effectiveness of the company's internal controls by providing independent, risk-based assurance reviews designed to identify risks, risk mitigates, control gaps and opportunities to improve efficiency. In Audit, the team serves as an independent partner for our stakeholders (Audit Committee, Management, Regulators, etc.) in building and upholding an effective control environment and culture that is exemplified by strong corporate governance and values.

Analysts in Internal Audit will be provided targeted on-the-job training designed to build knowledge, expertise, and soft skills. This role will get to collaborate with experienced audit professionals from one of our highly skilled audit groups to learn how auditors can make an impact through risk mitigation techniques.

### Eligibility

- Current undergraduate student graduating in 2024/2025
- Preferred subjects: Business, Finance, Economics, Technology related degree, Analytics background a plus
- Well-rounded and balanced background including demonstrated leadership abilities
- Strong written and oral communication skills
- Not require sponsorship for employment visa status (now or in the future) in the region where they apply

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## 2025 BNY Analyst Program – Risk & Compliance

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### Risk & Compliance

Our 24-month program is focused on developing the future leaders of the financial services industry. Through rotational assignments across Risk Management and Compliance functions, you will receive a panoramic view of BNY entire global franchise, providing rare insight into the operation of one of the world's largest banks.

In each of these roles, you will work on high-priority initiatives and develop a comprehensive set of analytical and interpersonal skills. As part of a highly selective program, you will gain unparalleled exposure to the senior leadership of BNY, while receiving personalized career guidance and support from a dedicated mentor(s). Upon successful completion of the program, you will be considered for high impact roles in multiple businesses and functions.

### Eligibility

- Intellectually curious and interested in the future of financial services
- Exceptional interpersonal and communication skills
- Aptitude for analytical thinking and problem solving
- Team-oriented and able to thrive in a fast-paced, global working environment
- Current undergraduate student graduating in 2024/2025
- Major in Finance, Economics, Mathematics or a related field of study (preferred)
- Prior internship experience at a top-tier financial services company (preferred)
- Should not require sponsorship for employment visa status, now or in the future, in the region where they apply.

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## 2025 BNY Analyst Program - Business Support - CAO

Our 24-month analyst program is a holistic talent development journey offering rotational experiences designed to prepare you for your future career.

**The Chief Administrative Office (CAO) is an enterprise function comprised of teams including Corporate Insurance, Enterprise Change, Resiliency and Sourcing Office, Global Corporate Services, Real Estate, Facilities Management and Architecture, Design and Construction Management.**

### The Chief Admin Office

- Corporate Insurance provides insurance expertise and coverage to protect the company and maximize shareholder value.
- The Enterprise Change Office is comprised of program / project managers and business analysts supporting a portfolio of enterprise programs on behalf of various executive sponsors and stakeholders.
- Global Corporate Services Division provides foundational global support services such as aircraft, mail operations, printing and reprographics, food services, conference services, executive dining and corporate travel.
- Real Estate is responsible for real estate functions, including real estate lease transactions and administration, location strategy, workplace experience and Business and Environmental Sustainability.
- Architecture Design & Construction Management manages the physical changes to BNY buildings and floors and is responsible for architecture design and construction and facilities services, including heating, ventilation and air conditioning, cleaning, and maintenance

### Eligibility

- Ability to apply knowledge of major products and services to a variety of situations;
- Ability to manage the issues and risks related to their assigned functional work stream and responsibility for ensuring the overall success;
- Problem solving skills based on precedence and experience;
- Proficiency in English;
- Good communication skills to deliver high quality service to a specialized client base;
- Bachelor's Degree in finance, Economics, or a related field of study (preferred);
- Prior internship experience at a top-tier investment bank or consulting firm (preferred).
- Not require sponsorship for employment visa status (now or in the future) in the region where they apply.

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**AT THE INTERSECTION  
OF TECH & FINANCE**

**> BNY**

**OPPORTUNITY  
IN ALL DIRECTIONS**

## **2025 BNY Analyst Program - Engineering (Wroclaw)**

Our 24-month analyst program is a holistic talent development journey offering rotational experiences designed to prepare you for your future career.

### **ENGINEERING**

- Apply scientific methods to find solutions to real business problems.
- Perform data analysis, feature engineering, and advanced methods to prepare and develop decisions based on data.
- Data mining using state-of-the-art methods
- Provide insight into observed business outcomes through analytics.
- Perform data profiling to identify and understand anomalies in data.
- Automate data analysis and streamline analytical processes
- Provide recommendations based on data trends uncovered when possible
- Stays abreast of organization and management changes and has in-depth knowledge of company practices relevant to data science products.
- Grow and develop skills across the 3 domain specialties: Machine Learning, Feature Engineering and Advanced Analytics capabilities. Stressing expertise in the core functional areas: Computer Programming, Math & Analytic Methodology, Distributed computing, and communications of complex results.

### **ELIGIBILITY**

- Enrolment in a 3-year undergraduate degree program with a strong focus on computer science or technology-related majors preferred
- Individuals who will be graduating in December 2024 through June 2025
- Well-rounded experience including demonstrated leadership skills
- Excellent written and oral communication skills
- Not require sponsorship for employment visa status (now or in the future) in the region where they apply.

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